

SUMMARY OF CITY AND UNION PROPOSAL TO BE PRESENTED TO VOTE

1. 17% salary reduction ends on March 31, 2012.
 2. From April 1, 2012 through September 30, 2013, 8.4% pre-tax health insurance contribution from base pay (represents 5% pre-tax health insurance contribution plus the value of 15 unpaid holidays including 1 birthday leave). Straight time to be paid to employees who work on a holiday and if applicable, overtime (no holiday pay).
 3. From October 1, 2013 through September 30, 2014, 7.0% pre-tax health insurance contribution from base pay (represents 5% pre-tax health insurance contribution plus the value of 6 unpaid holidays from October 1, 2013 through September 30, 2014). Straight time to be paid to employees who work on a holiday and if applicable, overtime (no holiday pay).
 4. As of October 1, 2014, all pre-tax health insurance contributions end.
 5. Continued freeze on merit steps and 15-year anniversary pay raises through June 30, 2014. On July 1, 2014, merit steps and 15-year anniversary pay raises will commence again.
 6. Changes to City Group Health Insurance Plan—effective January 1, 2013 (this is not the HMO).
 - Increase specialist copay from \$45.00 to \$50.00
 - Adding net deductible for in-network hospital care
\$500 for single coverage/\$1,000 for family coverage
 - Adding \$25 annual deductible for prescriptions
 - Increase Emergency Room copay from \$100 to \$250
- As of January 1, 2013, increase premiums by \$20.00 per pay check for each type of coverage in the City Group Health Insurance Plan. No further increase in premiums in 2014.
7. On January 1, 2014, the City contribution to the HMO will be increased by 10%.
 8. General employees hired on or after April 1, 2012 (new employees) will enter a defined contribution (DC) plan. The City will contribute 7% of the employee's salary to match the 7% employee contribution to the DC Plan. There will be no annuity contribution by the new employees. Upon retirement with the City, the employee will keep all contribution and interest earned. Upon separation with the City within 10 years from the date of hire, the employee keeps his or her contribution with interest but the City will retain its contribution with interest.
 9. No changes to the benefits of the pension plan for all general employees hired before January 1, 2011.

10. General employees hired from January 1, 2011 through March 31, 2012 will not continue to pay a 5% contribution to receive pension benefits, and will be allowed to join the City pension plan for existing employees provided that such employees pay the 7% annuity contribution from date of hire.

11. No new general employee entrants into the DROP as of April 1, 2012. DROP closes as of March 31, 2012 for new employees. General employees who have entered the DROP prior to April 1, 2012 will be allowed to complete the time period allowed in the DROP.

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